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- (71) Applicant (for all designated States except US): **TRAIN-INGFOX S.A. [CH/CH];** World Trade Centre 1, 10, route de l'Aéroport, CH-1215 Genève-Cointrin (CH).
- (72) Inventor; and
- (75) Inventor/Applicant (for US only): **ANNESWAMY, Rajesh, Shanmukha [IN/CH];** 56 Grand Montfleury, CH-1290 Versoix (CH).
- (74) Agent: **CRONIN, Brian;** Cronin Intellectual Property, Route de Clémenty 62, CH-1260 Nyon (CH).
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(54) Title: **COMPUTER-ASSISTED SYSTEM FOR DESIGNING TRAINING PROGRAMS**

(57) Abstract: A computer-assisted system for production and management of training/learning programs for individuals/groups with a view to achieving learning outcomes by implementing learning objects (LO), comprises a learning object analysis and description standardisation unit (A, B), an outcome standardisation unit (C), an outcome optimization module (F) and a curriculum selection module (G). The LO standardisation unit (A, B) comprises a database of normalised LO parameters (14), a database of normalised LO outcomes (15), and means (10, 12) for inputting LO parameters and converting them into normalised LO outcomes (15). An outcome standardisation module (C) has an input for enterprise outcome parameters (16) and compares these with standardised outcomes from an outcomes thesaurus (13) for conversion into standardised/verified enterprise outcome parameters (18). The outcome optimization module (F) receives the standardised/verified enterprise outcome parameters (18) and the normalised LO parameters (14), selectable into different combinations to produce a set of learning curricula (19). The curriculum selection module (G) receives these curricula (19), normalised LO outcomes (15) and normalised enterprise parameters (21) and provides an interactive indicia of the match to requirements of any given learning curriculum selectable by choice of the normalised LO outcome(s) (18) and the verified enterprise outcome(s) (18), for ranking the curricula to select a training/learning plan.

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